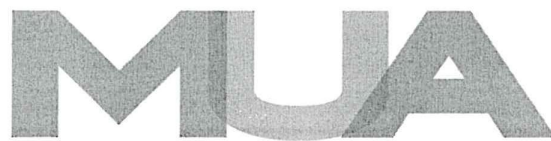


MUA/RASA/EXAM/QP/2014

The
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UNDERGRADUATE UNIVERSITY EXAMINATIONS

SCHOOL OF MANAGEMENT AND LEADERSHIP

DEGREE OF BACHELOR OF MANAGEMENT AND LEADERSHIP

BML 203: CORPORATE LEADERSHIP AND ETHICS

DATE: 20TH, AUGUST 2014

DURATION: 2 HOURS

MAXIMUM MARKS: 70

INSTRUCTIONS:

1. Write your registration number on the answer booklet.
2. **DO NOT** write on this question paper.
3. This paper contains **six (6)** questions.
4. Question **ONE** is compulsory .
5. Answer any other **THREE** questions.
6. Question one carries **25 MARKS** and the rest carry **15 MARKS** each.
7. Write all your answers in the Examination answer booklet provided.

QUESTION ONE**EDENPARK LTD**

Edenpark LTD is a company involved in developing infrastructures in the country. The management of the corporation has continued to receive complains from the workers who complain that the leaders of the organization are less caring when it comes to listening to the concerns of the workers. The leaders complain that the managers of the company have denied them salary increase as agreed. There is also a complaint that the workers have been overworked by the management which appears to be quite ambitious about making profits for the company. The company is at the moment experiencing high staff turn out since most of the staff members are deserting the company in search of greener pastures. The company management is of the opinion that increasing the salaries of the workers is impossible considering the hard economic moments the company is undergoing. The workers union claims that the leaders of the Edenpark LTD cannot maintain that they are unable to bargain salaries with their workers while it is clear the top leaders are taking home salaries and allowances equivalent to what half of the Edenpark work force takes home. The managers of Edenpark LTD are accused of high handedness in the manner they communicate to their junior staff, complains of emotional abuses have persisted for long time. There are complains that the leaders are also engaging in malpractices such as receiving of bribes. The rare moments that the company performed well the top leadership did not appreciate that the workers had made any significant contribution. The top leaders assumed all the success was a result of their skills and management competency

- a) Discuss how ethical leadership can help the top management of Edenpark to improve the situation of this company. (10 marks)
- b) Basing your argument on the conduct of the management of Edenpark explain how self serving bias affects performance of organizations. (5 marks)
- c) Demonstrate how effective use of power can help in solving the problems of Edenpark LTD. (10 marks)

QUESTION TWO

- a) Discuss the role of servant leadership in enhancing effective corporate leadership. (10 marks)
- b) Discuss the three definitions of organizational Culture and how the understanding promotes sound corporate leadership. (5 marks)

QUESTION THREE

- a) Evaluate the role of the major approaches of moral reasoning in regulating the performance of corporation. (10 marks)
- b) Discuss the main elements of transformational leadership and how they promote ethical behavior in an organization. (5 marks)

QUESTION FOUR

- a) Analyze the key remedial measures required to effectively respond to corruption vice in Kenya's corporations. (10 marks)
- b) Define values and describe the process of value development in organization. (5 marks)

QUESTION FIVE

- a) With relevant examples justify the rationale behind the pursuing of corporate social responsibilities by most corporations in Kenya. (8 marks)
- b) Define corporate leadership and explain how the key Dimensions in leadership ethics affect the performance of an organization. (7 marks)

QUESTION SIX

- a) Discuss the marks of ethical corporate leadership that you will rely on to improve governance in private and public sector. (8 marks)
- b) Evaluate Socrates position on knowledge and how it relates to ethics and corporate leadership. (7 marks)